

Cognitive Understanding of Managers about Managerial Effectiveness: Application of Repertory Grid Technique

Hassan Danaeefard^{1*}, Leila Mortazavi², Ali Asghar Fani³, Adel Azar¹

1. Professor, Faculty of Management & Economics, Tarbiat Modares University, Tehran, Iran

2. PhD, Student, Faculty of Management & Economics, Tarbiat Modares University, Tehran, Iran

3. Associate Professor, Faculty of Management & Economics, Tarbiat Modares University, Tehran, Iran

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Abstract

Although there is relatively substantial literature about what management is, how it works and what functions are there, but the research findings about what the effective managers do and what features are entitled, is limited. In this context, this paper has extracted individual constructs of managers about managerial effectiveness to provide managerial effectiveness system from point of view of managers. For this purpose, 30 middle managers from the five top comprehensive universities in the cities of Tehran, Mashhad, Shiraz, formed the study sample. For Data gathering was used interviews based on repertory grid technique in three steps. Finally, the output from the interviews created 30 single personal repertory grids and in total 405 personal constructs about managerial effectiveness. Content analysis of these constructs created the aggregated grid consisting of 10 elements and 33 secondary constructs based on priorities and illustrated of managerial effectiveness system of managers.

Keywords

Managerial effectiveness, Personal construct theory, Repertory grid, Construct, Element.

* Corresponding Author, Email: hdanaee@modares.ac.ir

Educational Organization Culture Model (Case Study: Education Department of Birjand)

Narges Ghodsian^{1*}, Kamal Dorrani², Mohammadreza Asadi Yoonesi³, Hadi Pourshafei³

1. Ph.D. student, Farabi Campus University of Tehran, Iran

2. Associate Professor, University of Tehran, Iran

3. Assistant Professor, Faculty of Education & Psychology, University of Birjand, Iran

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Abstract

The purpose of this study is to design of education organizational culture model. This study is descriptive and practical which has been done by a quantitative method. This study was done with a research question to determine the components of organizational culture of the education department with inductive approach and method of Multi Grounded theory, using a problem-based interview and applying the Schein's model on culture evaluation. The considering the research question, the findings of the study resulted in predicting components and designing organizational culture pattern. this pattern with 12 cultural index in three dimensions "external adaptation"; "internal integration" and "human relationship" concentrating religious teachings "Hayat-e-Tayyebeh" and was confirmed as the ultimate pattern for education organizational culture.

Keywords

Education, Organizational culture, Organizational culture pattern, Schein's model.

* Corresponding Author, Email: nargesghodsian@yahoo.com

Analysis of Cultural Barriers to Interoperability in the Automotive Supply Chain Using Interpretative Structural Modeling Approach

Mohammad Rahim Ramazanian¹, Mahmoud Moradi², Fatemeh Soltani^{3*}

1. Associate Professor, of Management, University of Guilan, Guilan, Iran

2. Assistant Professor, of Management University of Guilan, Guilan, Iran

3. MSc. Student of Industrial Management University of Guilan, Guilan, Iran

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Abstract

Cooperation between companies in the supply chain of different industries is essential to achieve ultimate customer satisfaction, but according to several studies that have been conducted, many cooperation projects will not be successful. One of the most important reasons for this is the lack of attention to issues of cultural differences in the creation of partnerships between organizations. Considering the importance of this issue, in this study, the major barriers of cultural interoperability between cooperating organizations in the automotive supply chain have been identified and then graded using interpretive structural modeling approach. Data required for this study have been gathered from the automotive industry experts in the city of Rasht using the questionnaire which has been designed by researcher according to the method of ISM for grading cultural barriers of interoperability. The results show that the removal of four barriers “difference between the strategic orientation of the organizations”, “personnel differences -in terms of knowledge, experience and capacity to learn”, “difference in language of organizations” and “the difference in interest of organizations to learn” are the foundation stone in the supply chain to remove cultural barriers to interoperability.

Keywords

Culture, Cultural interoperability, Interpretive structural modeling, Interoperability.

* Corresponding Author, Email: soltanifatemeh@ymail.com

Analysis of Human Resources' Individual Capacity's Role in Creating Competitive Advantage; Use of VRIO Model

Morteza Soltani¹, Hamid Zare², Mohsen Parnian Khooy^{3*}

1. Assistant Professor, Farabi Campus University of Tehran, Iran

2. Associate Professor, Farabi Campus University of Tehran, Iran

3. MSc., Farabi Campus University of Tehran, Iran

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Abstract

Successful organizations in the 21st century, have understood the importance of human resources as an important resource to achieve sustainable competitive advantage and stability in international markets. Accordingly, the present article, after knowing the individual capabilities of human resources, followed by analysis of human resources and their individual capabilities' role to create competitive advantage based on resource-based view by using the VRIO framework. To analyze the role of organizational resources to create competitive advantage, one of the models that were considered by the researchers, is VRIO framework which is presented by Barney. The basic underlying of this framework, is the resource-based view which the role of organizational resources are analyzed, in order to gain a sustainable competitive advantage. Population in this study, will take all experts and executives of a private insurance company. In order to measure and analyze the human resources' individual capabilities and its role in creating competitive advantage, a questionnaire was designed using the framework provided by the 150 members of the community were placed. To analyze the data obtained from the questionnaires, One Sample T-Test in SPSS was used and the results showed that the human resources, led to the creation of temporary competitive advantage for the company.

Keywords

Competitive advantage, Human resources, Individual Capability, Resource-based view, VRIO model.

* Corresponding Author, Email: Parnian@ut.ac.ir

Study of Organizational Factors Affecting the Academic Research Commercialization Strategy (Case Study: Nanotechnology)

Esmaeel Kalantari^{1*}, Mohammadreza Meygoonpoori², Jahangir Yadollahi Farsi³

1. MSc., Faculty of Entrepreneurship, University of Tehran, Tehran, Iran

2. Assistant Professor, Faculty of Entrepreneurship, University of Tehran, Tehran, Iran

3. Associate Professor, Faculty of Entrepreneurship, University of Tehran, Tehran, Iran

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Abstract

Ranked ninth in Nano-science production, Iran has a bright and hopeful perspective to exploit business opportunities and create wealth of this technology. Universities and research centers as organizations in where researchers study, play an effective role in research commercialization. The purpose of this research is to identify and prioritize organizational factors affecting commercialization strategy for nanotechnology research in Iran. Method of this research is quantitative-qualitative. Data collection was conducted through semi structured interviews in qualitative part and through questionnaire in quantitative part. Data analysis methods were 3-stage coding in qualitative part and factor analysis and ANOVAs test in quantitative part. Results indicate 30 organizational factors in nine major categories that affect the nanotechnology research commercialization strategy. These factors include the priority of infrastructures of university, knowledge management, strategy and quality of faculties, the nature and direction of the business, networks of university, university management, human resources, and financial resources of the University. In most of cases, the influence of organizational factors on chooses of Spin Off companies strategies is more than the same on the other ones.

Keywords

Academic researches commercialization Strategy, Nanotechnology, Organizational factors, Spin off companies, License assignment.

* Corresponding Author, Email: esmaeelkalantari@yahoo.com

Survey and Comparison of Performance of Governmental and Private Banks: An Application of CAMEL Model

Hosein Khanifar¹, Zeinab Bazzaz^{2*}, Reza Tehrani³, Mohammad Javad Mohaghegh Niya⁴

1. Professor, Farabi Campus University of Tehran, Iran

2. MSc. Farabi Campus University of Tehran, Iran

3. Associate Professor Management, University of Tehran, Iran

4. Assistant Professor, Allameh Tabatabaai University, Tehran, Iran

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Abstract

With change technology and globalization process, financial bazaars has accost with competitive pressure for improve performance. A way to address such circumstance is through privatization. Therefore, present study tries to evaluate and compare the financial performance of public and private commercial banks between 2006 through 2009 by using the constituents of CAMEL model. Statistical sample includes 4 public and 4 private commercial banks selected by random sampling method. Needed data are gathered by referring to financial statements among selected banks. Based on Kolomogrov – Smirnov test results, it was recognized that sample distribution is normal. To analyze research hypotheses, T test was used. The results of statistical tests indicates better performance of private banks in terms of liquidity and earnings while in terms of management quality, the performance of public banks is better than private ones. No significant difference was observed in terms of other variables. Likewise, the results of research major hypothesis show no significant difference between public and private banks. Although the total averages show better performance of private banks compared to public ones, it is not a significant difference. Therefore, private banks should attempt to improve their performance.

Keywords

Assets quality, Capital adequacy, Earnings, Liquidity, Management quality.

* Corresponding Author, Email: z_bazaz1987@yahoo.com

The Role of Organizational Spirituality in Creation of Sustainable Competitive Advantage

Mohamad Hakak¹, Samad Rahimi Aghdam^{2*}

1. Assistant Professor, Faculty of Economic and Administrative Sciences, University of Lorestan, Khorramabad, Iran

2. PhD. Student, Faculty of Economic and Administrative Sciences, University of Lorestan, Khorramabad, Iran

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Abstract

According to the management specialists, the survival and success of the modern organizations rely on the creation, preservation and continuity of the competitive advantages. The aim of this research is to investigate the effect of organizational spirituality, a variable in scope of intangible assets, on sustainable competitive advantage. The effect of organizational spirituality on human resources specifications and its consequences in the organizations have been proved. This research is applied and it is descriptive and survey from data collection type. The data were collected by organizational spirituality questionnaire based on Millman model and competitive advantage author made questionnaire. The statistical population consists of staff of 37 Bank Maskan branches in Tabriz. The statistical volume was determined 170 individuals by using Cochran formula in confidence level of %95 that they were selected randomly. The results of structural equations modeling with AMOS 21 showed that organizational spirituality by recognition coefficient of %44 is the predictor of sustainable competitive advantage. So, Bank Maskan should adopt proper strategies in order to promote organizational spirituality and its components particularly values alignment.

Keyword

Resource based view, Organizational spirituality, Sustainable competitive advantage.

* Corresponding Author, Email: s.rahimiaghdam@gmail.com

Explain Role of Mediator Employee Psychological Empowerment in the Relationship between Effective Management and Organizational Excellence

Siroos Ghanbari^{1*}, Mohammad Reza Ardalan¹, Fakhrossadat Nasiri¹, Iman Karimi²

1. Associate Professor, Faculty of Literature and Human Sciences, Bu-Ali Sina University, Hamedan, Iran.

2. Ph.D. Student, Faculty of Literature and Human Sciences, Bu-Ali Sina University, Hamedan, Iran.

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Abstract

The purpose of the present study Mediating role of psychological empowerment of employees in relation to the effective management and organizational excellence. This research is based on the target application is based on a description of the method of data collection survey. The population of the city of Hamadan University research represents all employees; Sample using Cochran's formula for infinite population, 392 employees randomly from four universities in the city of Hamedan (Bu Ali Sina, Medical Sciences, industrial, Islamic Azad) were selected. Data collection questionnaires corporate identity and organizational capacities were evaluated. Data analysis using confirmatory factor analysis and structural equation modeling using LISREL and SPSS software was used. Analysis results show that the structural relationships, Effective management is that empowerment structures with high path coefficient could be a factor to be considered effective and powerful psychological empowerment of employees and, respectively, the greatest impact on the sense of competence, sense of efficacy, freely acting a sense of meaningful staff. Also, a strong causal relationship was between psychological empowerment of employees and organizational excellence. The results indicate a greater impact on feelings of competence and effectiveness of organizational excellence.

Keywords

Effective management, Human resources, Organizational excellence, Psychological empowerment, Staff.

* Corresponding Author, Email: Siroosghanbari@yahoo.com

Supplier Evaluation based on Supply Chain Productivity Criteria: (The Case of Tous Automotive Industries)

Ahmadreza Ghasemi^{1*}, Ghasem Farajpour Khanapushtati², Parisa Reza Yazdi³

1. Assistant Professor, Farabi Campus University of Tehran, Iran

2. Assistant Professor, Islamic Azad University, Branch Parand, Tehran, Iran

3. MSc. Student, Islamic Azad University, Branch Parand, Tehran, Iran

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Abstract

Supply chain management is one of modern approach in the field of operation and production management. Nowadays success and survival of manufacturing organizations depend on effectiveness and productivity of supply chains. This research tries to investigate contributing factor to enhance supply chain productivity. Then by using Fuzzy PROMETHE-a multiple attribute decision making (MADM) - Tous Automotive Group's supplier productivity were evaluated. Results of research reveal that employee result, process and key performance indicators were the main contributing factors. Finally beside of sensitivity analysis of ranking, some policies to enhance supply chain productivity. This research beside of supply chain productivity concept, proposed a mechanism to evaluation of suppliers.

Keyword

Fuzzy PROMETHE, Productivity, Supply Chain Management, Supply Chain Productivity.

* Corresponding Author, Email: ghasemiahmad@ut.ac.ir

Study of Kant's Deontological Ethics in Organization (and Comparison of it with Pillars of Worldly Ethic in Organization)

Mahdi Mohammadrezaie^{1*}, Mohammad Mohammadrezaie²

1. MSc, Farabi Campus University of Tehran, Iran

2. Professor, Farabi Campus University of Tehran, Iran

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Abstract

The paper discusses Study of Kant's deontological Ethics in Organization and comparison of it with pillars of worldly ethic in Organization and whether Kant's ethics is compatible with them. Kant's ethics is one of the most deontological theories in which intention and motive of action are basic roles. Kant merely regarded the motive of action of moral rules, respect to them. Kant put forward to distinction moral rules five formulas and if they are successfully compatible with them they will be ethical. They are: formula of universality, formula of general law of nature, formula of to be person as end in itself, formula of autonomy and formula of the kingdom of ends. pillars of worldly ethic which are the principle of honesty, the principle of ownership, the principle of validity and trust, the principle of transparency, the principle of esteem, the principle of fairness, principle of citizenship, and the principle of sensibility, are fully compatible with Kant's moral standards. Hence according to Kant's ethics can be seen as ethical. However, if the target of lawmakers and agents of pillars of worldly ethic is merely Respect for the law and not profit for organization. As a result, Kant's deontological Ethics is more compatible than Teleological and Utilitarian ethics with the conditions mentioned.

Keywords

Duty, Ethics, Kant, Moral law, Organization, Pillars of worldly ethic.

* Corresponding Author, Email: mmrezai@ut.ac.ir

The Examination Factors Affecting Reduce of Employees Turnover in the Iranian Public Organizations. Case Study: Ministry of Road and Urban Development (Center Staff)

Ghasem Amiri^{1*}, Seyed Mojtaba Mahmoudzadeh²

1. MSc. Farabi Campus University of Tehran, Iran

2. Assistant Professor, Allameh Tabataba'ii, University, Tehran, Iran

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Abstract

The aim of this research is the examination factors effecting reduce of employee's turnover in the Public sector, which factors such as: Job characteristics, supervisor characteristics, organizational identity, emotions at work, working conditions and job attitudes were selected as factors affecting reduce of employee turnover. Statistical population is the employees of Ministry of Road and Urban Development, that 180 persons were selected as sample by using simple Random Sampling. In order to measure the factors Affecting reduce of employees turnover, we have used the questionnaires of Lucy Firth. Survey normal dates used Kolmogorov-Smirnov normality, and also to investigate the hypothesis Inferential statistical include: T-Test and Pearson's correlation coefficient test. The Analyze of the data processed showed that there is a significant relationship between employee's turnover with Job characteristics, supervisor characteristics, organizational identity, emotions at work, working conditions and job attitudes, that the factor of Emotions at Work has the highest effecting, and the factor organizational identity and job attitude has the lowest in the employee's turnover.

Keyword

Emotions at Work, Job characteristics, Supervisor Characteristics, Turnover, Working Conditions.

* Corresponding Author, Email: Amiri0053@yahoo.com

The Survey of Organizational Communications in a Governmental Organization

Ahmad Ghazanfari¹, Hossein Mazrooee^{2*}

1. Associate Professor, Faculty of Human Science, University of Islamic Azad Sharekord, Iran

2. Assistant Professor, Faculty of Management, Imam Hossein University, Tehran, Iran

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Abstract

Organizations are networks of unites and individuals enhancing organizational performance through cooperation and synergy. It is achieved by developing meaningful and purposeful communications of unites and individuals. Thus, it is essential to make organizational communications efficient in order to achieve organizational purposes. In this essay, we examined the variables and factors affecting an organization to find out whatever impacts organizational communications. The methodology of research is correlational and survey. To gather data, we have utilized researcher`s-made questionnaires. From the population of 813 people, 318 persons are selected as a statistical sample through a cluster random. For the analysis of the direct and indirect effects of research variables, multiple regressive tests and path analysis are employed. The coefficients of path indicate that the human and organizational factors with coefficients of 0.672 and 0.428 cause organizational communications to be more effective. As a result, human factor in comparison with organizational factor makes organizational communications of an organization more efficient.

Keywords

Effective organizational communications, Human and organizational factors.

* Corresponding Author, Email: hmazrooee@yahoo.com

Studying the Correlation between Spiritual Intelligence and Organizational Citizenship Behaviors

Narges Jahangir Esfehani¹, Ramezan Jahanian^{2*}

1. MSc. Department of Educational Science, Karaj Branch, Islamic Azad University, Karaj, Iran

2. Associate Professor, Department of Educational Science, Karaj Branch, Islamic Azad University, Karaj, Iran

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Abstract

Fully unstable conditions dominating organizations and the necessity of organizations' effectiveness especially those ones which interact with educational issues have revealed their needs to a valuable generation of employees more than ever. Therefore, present study is conducted to examine the relationship between organizational citizenship behavior and spiritual intelligence among employees at Qom Training and Education Organization. To this end, the relationship between organizational citizenship behavior aspects (including courtesy, sportsmanship, civil virtue, consciousness and altruism) with spiritual intelligence is examined. Research population (263) consists of all employees at Qom Training and Education Organization. By using Available sampling method and Morgan table, 153 subjects were selected as research sample. Data collection instrument is a questionnaire that its validity was studied by content validity and factor validity while its reliability was studied by Chronbach's alpha value (0.911) which shows acceptable reliability of the questionnaire. Data analysis is conducted by using correlation test, multivariate regression and Pearson correlation coefficient. The results suggest that all OCB aspects except than sportsmanship associate with spiritual intelligence positively and significantly while the relationship between spiritual intelligence and sportsmanship is not significant. Finally, several recommendations are produced based on research findings.

Keyword

Organizational citizenship behavior, Spiritual Intelligence, Sportsmanship.

* Corresponding Author Email: ramezan.jahanian@yahoo.com

Developing Ethical Codes of Conduct for Sellers of Organization

Majid Gholimotlagh^{1*}, Hashem Aghazade², Mohammad Rahim Esfidani²

1. MBA Alumni, Faculty of Management, University of Tehran, Tehran, Iran

2. Assistant Professor, Faculty of Management, University of Tehran, Tehran, Iran

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Abstract

The efforts of advocates of ethics in business, depicts people conduct model with company, competitors and others in a list of ethical codes. It helps the ethical organizational culture. These codes distinguish what is right from what is wrong in professions. Then according to the important role of ethics in Islam, this research, derives some marketing and sale ethical criteria from interviews with Islamic ethics and marketing experts. Using Grounded Theory strategy, and by open-coding analysis in Atlas.ti software, the criteria are extracted and then some codes for preventing sellers from anti-ethical interactions are developed in three groups; general, company, and competitors. Results are to help people confronting ethical dilemmas.

Keywords

Grounded Theory, Islamic Ethics, Organizational Culture, Professional Ethics Code, Personal Selling.

* Corresponding Author, Email: m.motlagh@alumni.ut.ac.ir